State of Wisconsin

Department of Administration

Update Payroll Data Job Aid

Version 1.2

Version History

Version	Date	Editor	Description
1.0	12/9/15	Ashley Price	Initial release
1.1	10/1/19	Matt Olsen	Fluid and content update
1.2	12/30/19	Matt Olsen	Federal taxes update

Role: *Agency Payroll Specialist*

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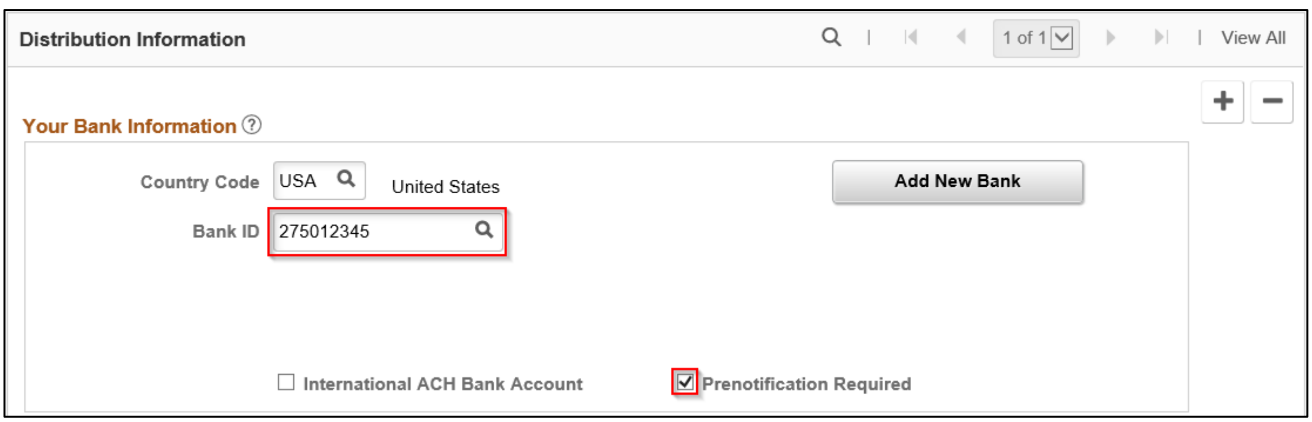
Reminder: Encourage employees to enter tax and direct deposit changes using self-service when possible.

ADD DIRECT DEPOSIT

1. Navigate to Request Direct Deposit page
    a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Request Direct Deposit
    b. Enter at least one search criteria and click Search
2. If rows already exist, click the Plus Sign (+) in the Deposit Information section
3. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the entry
4. Select Active from the Status list
5. Select Suppress DDP Advice Print if employee elects to receive their advice through self-service

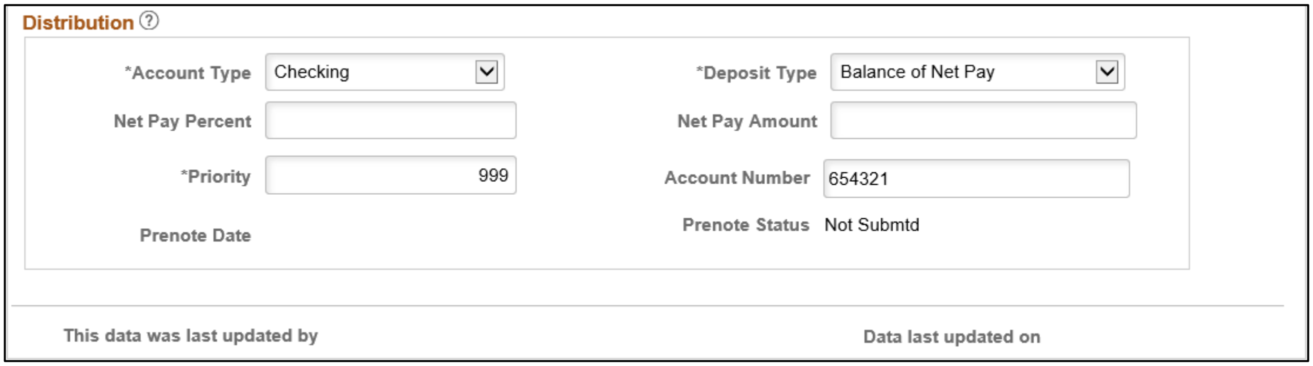
6. Enter employee's bank routing number in the Bank ID
7. Select Prenotification Required to initiate the prenote process



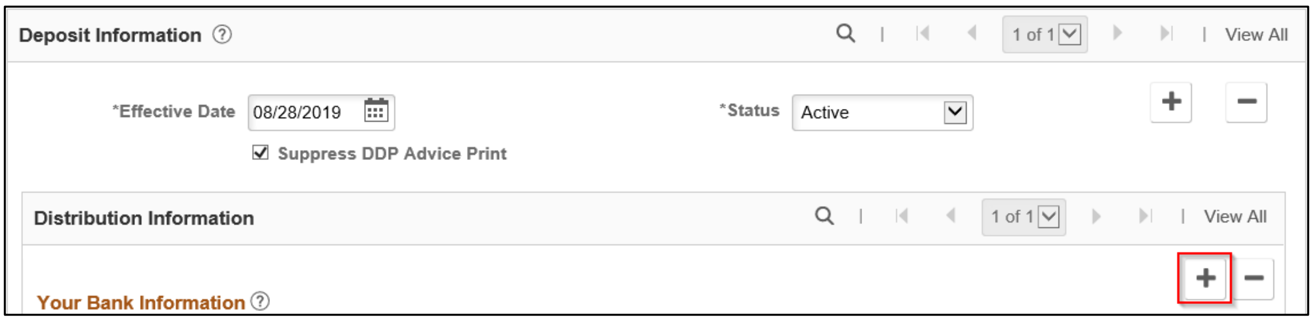
8. Select the Account Type
9. Select the Deposit Type

Deposit Type	Description
Amount	Deposits a fixed dollar amount to this account
Balance of Net Pay	Deposits remaining, non-distributed funds to this account
Percent	Deposits a percentage of net pay to this account

10. If Amount or Percent was selected, enter the dollar amount into Net Pay Amount field or percentage into Net Pay Percent, respectively. Leave blank if Balance of Net Pay was selected
11. Enter an appropriate Priority number for the distribution starting with 1 for highest priority. Use 999 if Balance of Net Pay was selected as Deposit Type
12. Enter employee's Account Number



13. Add more distribution accounts if needed



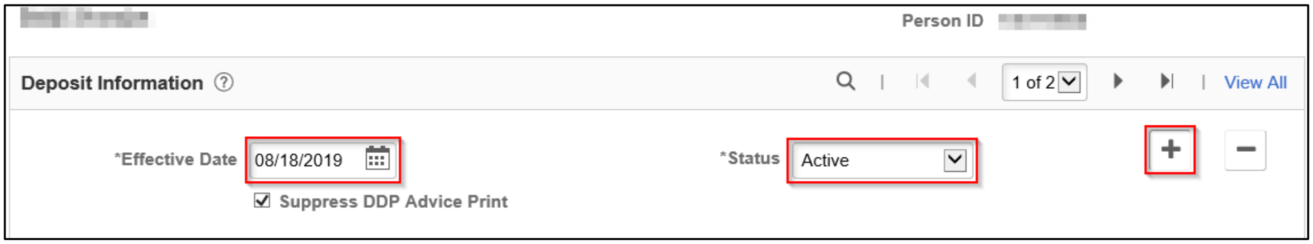
   a. Select the Plus Sign (+) in the Distribution Information section
   b. Repeat steps 5 through 11

14. Click Save

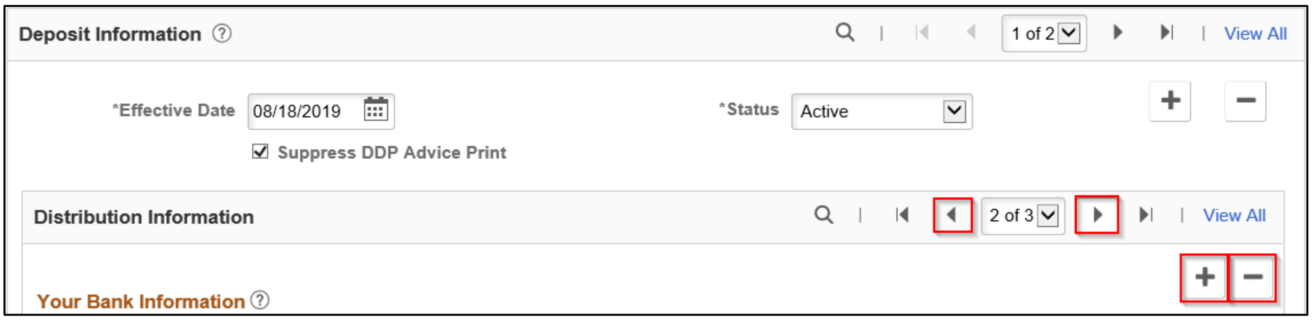
UPDATE DIRECT DEPOSIT

1. Navigate to Request Direct Deposit page
   a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Request Direct Deposit
   b. Enter at least one search criteria and click Search
2. Click Plus Sign (+) in the Deposit Information section to add a new effective dated row
3. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the entry
4. Select the appropriate Status
   a. If inactivating <u>all</u> direct deposit accounts, select Inactive and skip to step 8

b. If making changes to existing accounts, select Active and continue with remaining steps



5. Select the appropriate row(s) of distribution to be updated by clicking arrows in Distribution Information section
6. Click the Plus Sign (+) or Minus Sign (-) in Distribution Information section to add or remove accounts



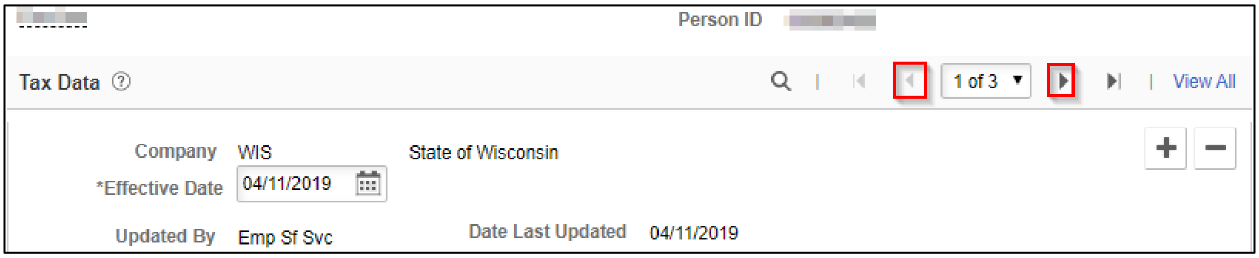
7. Update any fields in Your Bank Information and Distribution sections if needed
8. Click Save

VIEW FEDERAL TAXES (2019 OR EARLIER)

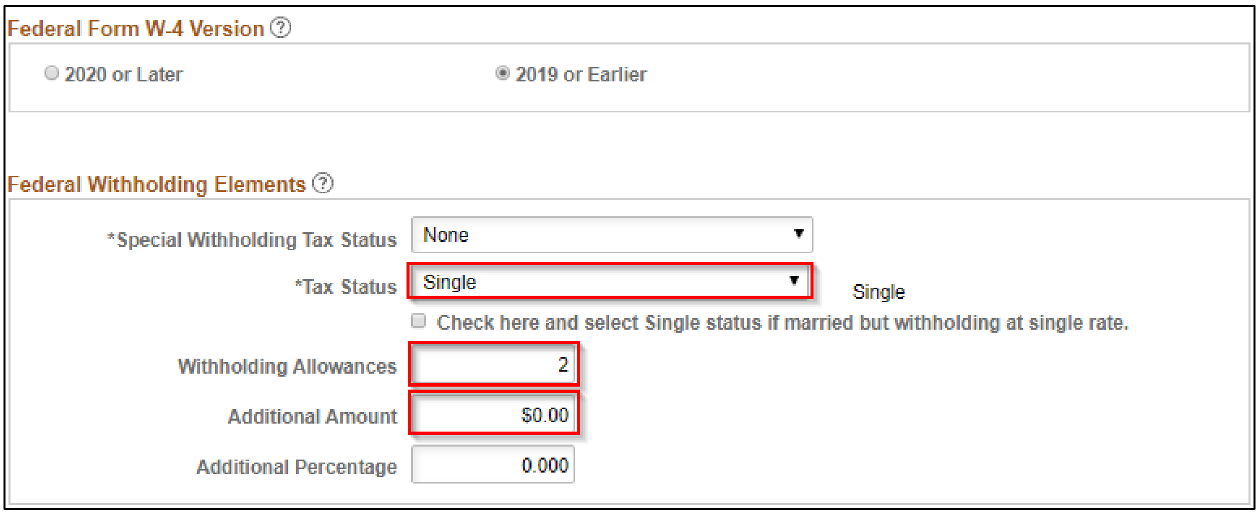
Employees who last updated their Federal tax withholding in 2019 or earlier will continue to have withholding elements and tax calculations based on the previous W-4 rules. Agency Payroll staff should only view these rows – updates must be entered in the 2020 version of the W-4.

1. Navigate to Update Employee Tax Data page
    a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Update Employee Tax Data
    b. Enter at least one search criteria
    c. Check the Include History checkbox to view all rows and click Search

2. This page defaults to current row. Click the Next Page arrow in the Tax Data section until row to be viewed is selected

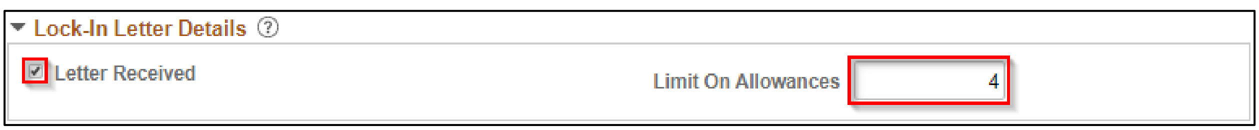


3. W-4 Version is 2019 or Earlier. View Tax Marital Status, Withholding Allowances, and Additional Amount from W-4 submitted by employee



NOTE: If employee is claiming exempt from withholding, Maintain Taxable Gross will be selected from Special Withholding Tax Status dropdown.

4. View Lock-in Letter Details for IRS limit on Federal Withholding Allowances if applicable



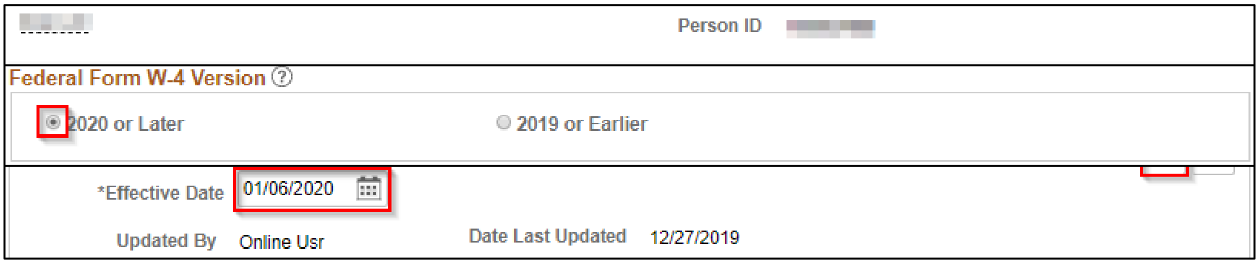
5. Click Return to Search or navigate to another page when completed

UPDATE FEDERAL TAXES (2020 OR LATER)

New hires and employees who update their Federal tax withholding in 2020 or later must use the 2020 W-4. Agency Payroll staff should enter all updates in the 2020 or Later section of Federal Tax Data.

1. Navigate to Update Employee Tax Data page
   a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Update Employee Tax Data
   b. Enter at least one search criteria and click Search
2. Click the Plus Sign (+) on Federal Tax Data tab to add a new effective dated row

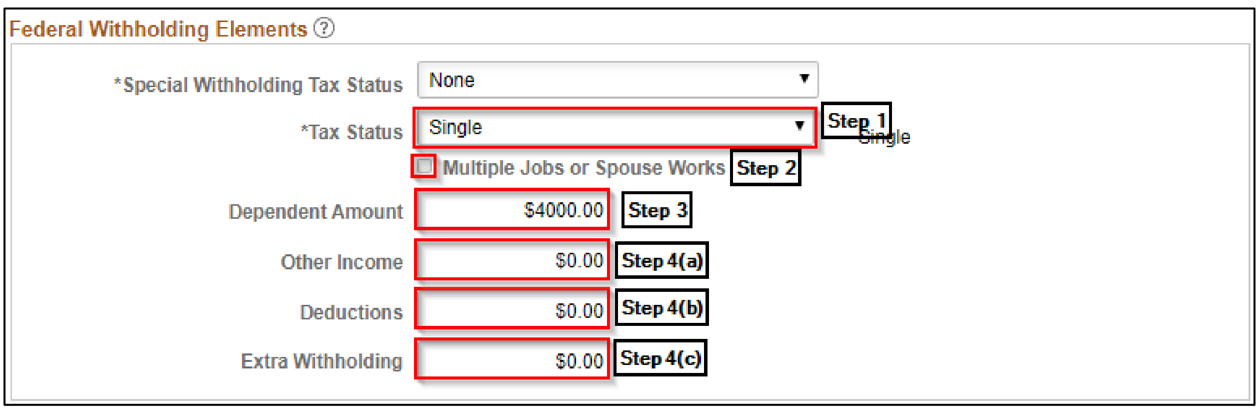
3. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the new entry



4. Select the radial button next to 2020 or Later if not already selected

5. Update Federal Withholding Elements fields with Tax Status, Multiple Jobs checkbox, Dependent Amount, Other Income, Deductions, and Extra Withholding based on corresponding step from 2020 W-4:

NOTE: If employee is claiming exempt from withholding, select Maintain Taxable Gross from Special Withholding Tax Status dropdown.



6. Update Lock-in Letter Details to indicate an IRS limit on Federal Withholding Allowances for employee if applicable

NOTE: The IRS is in the process of updating their lock-in letter to match the new form. If you receive a new lock-in letter or a W-4 for an employee with a lock-in letter already filed, contact Central Payroll for further guidance.

7. Do not adjust any fields or selections in Federal Unemployment Tax, W-4 Processing Status, State Tax Options or Tax Treaty/Non-Resident Data sections

8. Click Save

UPDATE STATE TAXES

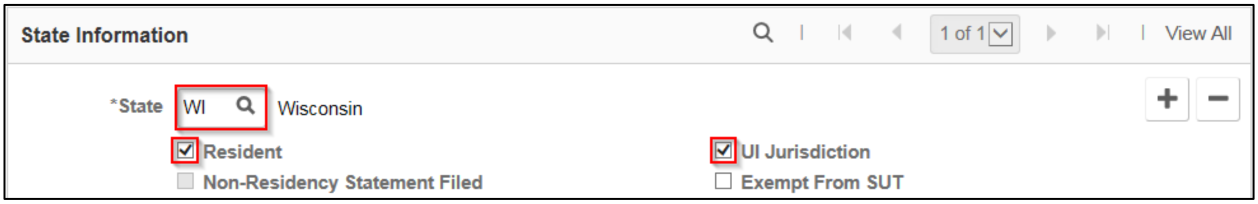
1. Navigate to Update Employee Tax Data page

   a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Update Employee Tax Data

b. Enter at least one search criteria and click Search

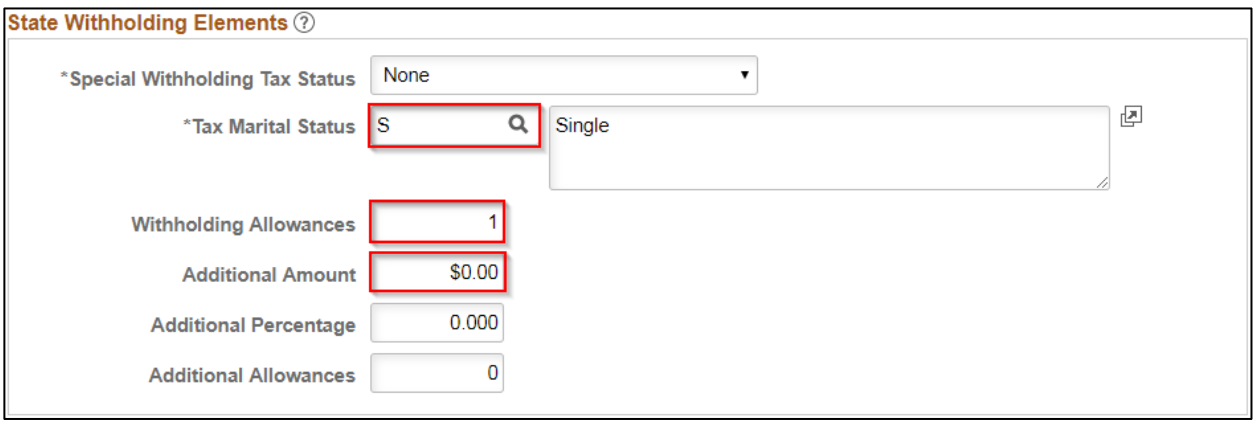
NOTE: A new effective dated row must be added on Federal Tax Data page for a Federal and/or State tax change. Only one row is needed for changing both Federal and State Tax Data.

2. Click State Tax Data tab
3. Verify State field is WI and associated Resident and UI Jurisdiction boxes are checked. Make sure Exempt from SUT box is unchecked



NOTE: If employee lives or works in IL, MI, or MN, please refer to Out-of-state Employees section for further instructions.

4. Update State Withholding Elements fields with Tax Marital Status, Withholding Allowances, and Additional Amount from WT-4



NOTE: If employee is claiming exempt from withholding, select Maintain Taxable Gross from Special Withholding Tax Status dropdown.

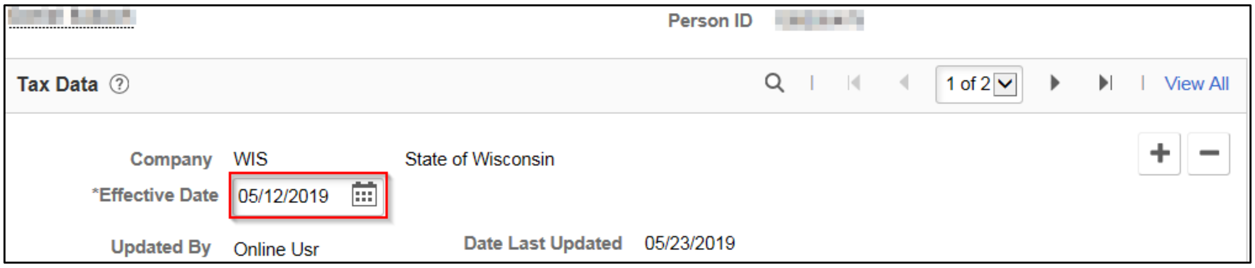
5. Update Lock-in Letter Details to indicate a DOR limit on State Withholding Allowances for employee if applicable

6. Click Save

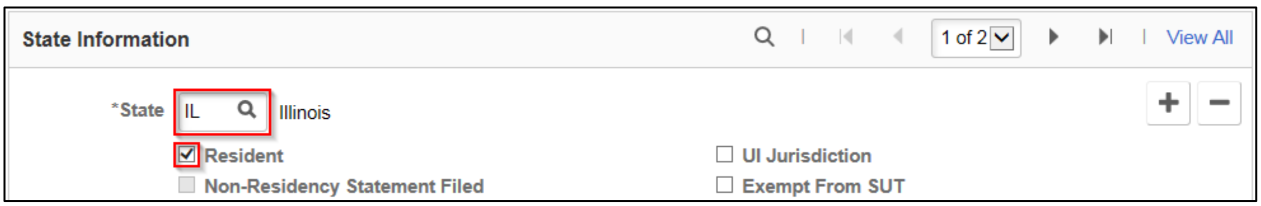
UPDATE TAXES FOR OUT-OF-STATE EMPLOYEES

1. Navigate to Update Employee Tax Data page
   a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Update Employee Tax Data
   b. Enter at least one search criteria and click Search

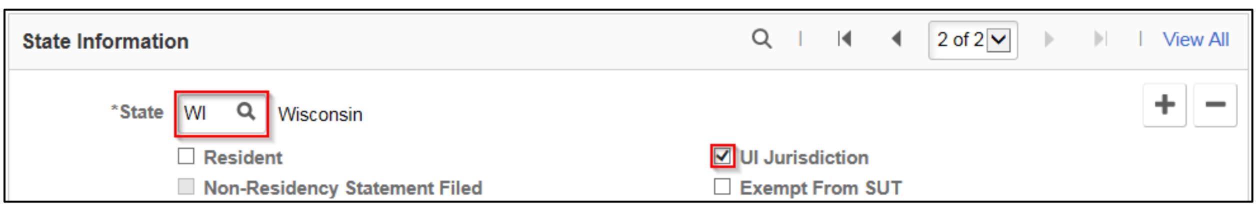
2. Click the Plus Sign (+) on Federal Tax Data tab to add a new effective dated row
3. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the new entry



4. Click State Tax Data tab
    a. Click the Plus Sign (+) on State Information tab to add a new state if residence and work location are different states but only one state exists in State Tax Data
    b. Update each row to reflect employee's residence (Resident) and work location (UI Jurisdiction). Check appropriate box under each state



OR



    a. Click Minus Sign (-) on State Information tab to remove a state that is no longer a residence or work location and multiple states exist in State Tax Data
    b. Update remaining row to reflect employee's residence (Resident) and work location (UI Jurisdiction). Check both boxes for this state

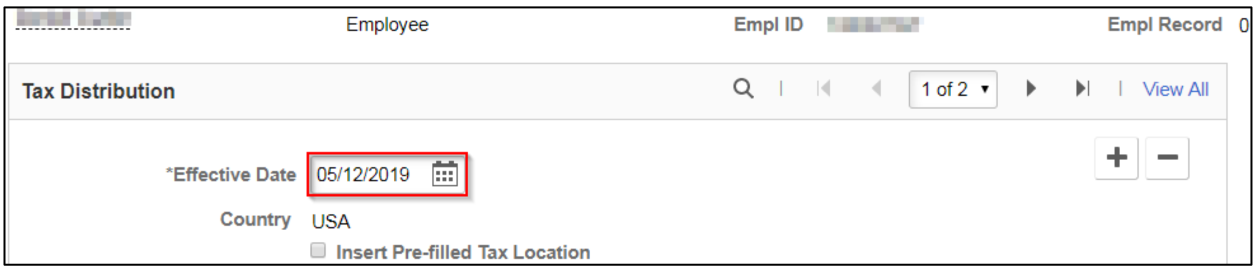
5. Go to row with Resident box checked and enter State Withholding Elements fields with Tax Marital Status, Withholding Allowances, and Additional Amount from applicable state form
6. Click Save

NOTE: If tax changes are not entered timely for new hires or midyear address changes, contact Central Payroll to adjust taxable grosses and/or taxes withheld year-to-date.

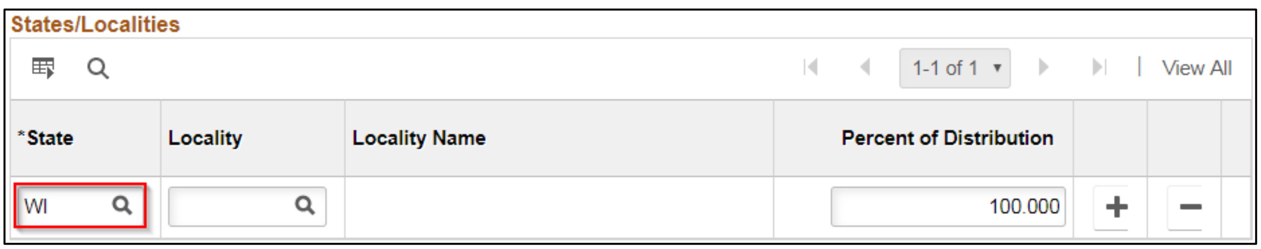
UPDATE TAX DISTRIBUTION

IMPORTANT: Tax distribution state should always be WI unless an employee lives in a reciprocal state (IL, MI).

1. Navigate to Update Employee Tax Distribution page
    a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Update Tax Distribution
    b. Enter at least one search criteria and click Search
2. Click the Plus Sign (+) in Tax Distribution section to add a new effective dated row
3. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the new entry



4. Enter appropriate State and keep a Percent of Distribution of 100.000



5. Click Save

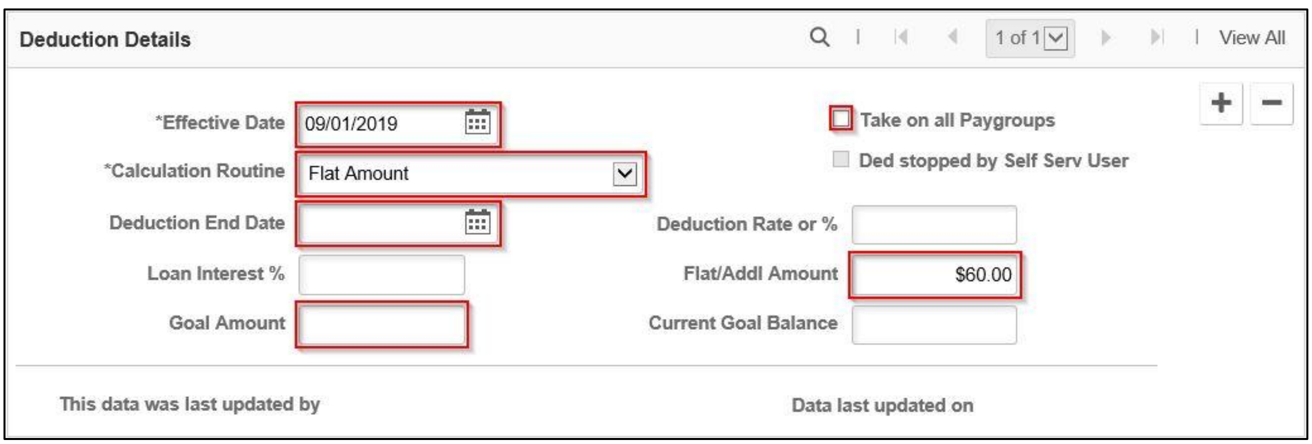
ADD GENERAL DEDUCTIONS

General deductions are used to collect non-benefit related monies such as biweekly parking, vanpool or charity. They are also used for miscellaneous, agency-specific or WRS-related deductions.

1. Navigate to Create General Deductions page
    a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Create General Deductions
    b. Enter at least one search criteria and click Search
2. If rows already exist, click the Plus Sign (+) in the General Deduction section

3. Enter or select appropriate Deduction Code using the Magnifying Glass

4. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the new entry. This should be set to first day of pay period in which deduction is to begin
5. Select Flat Amount from Calculation Routine list
6. Uncheck the Take on all Paygroups box
7. Enter Deduction End Date if applicable. This should be set to last day of last pay period in which deduction should occur
8. Enter appropriate deduction dollar amount in Flat/Addl Amount field
9. Enter Goal Amount if the deduction should stop after a certain dollar amount has been reached. The Current Goal Balance automatically updates as deductions are taken



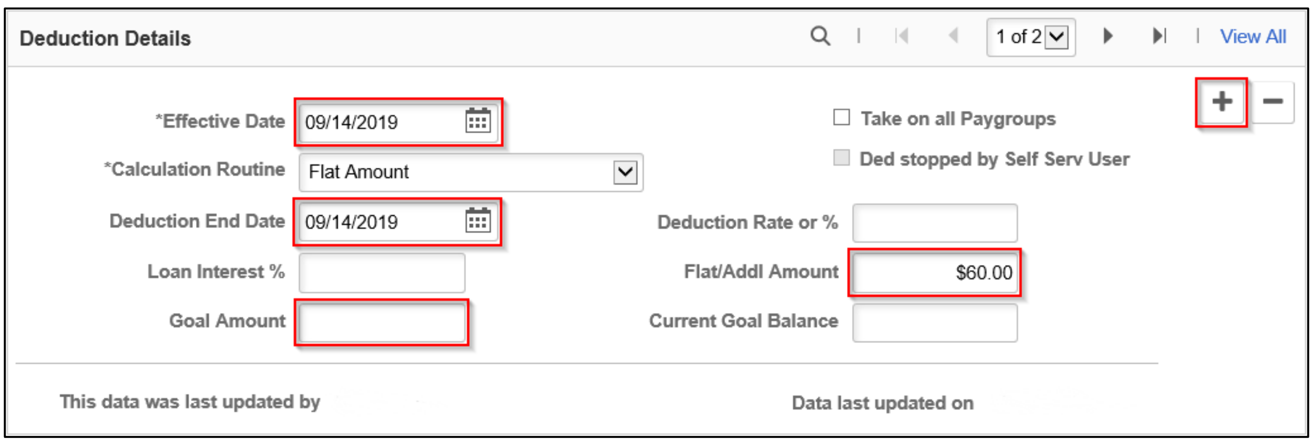
10. Click Save

UPDATE GENERAL DEDUCTIONS

1. Navigate to Create General Deductions page
   a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Create General Deductions
   b. Enter at least one search criteria and click Search

2. Click the Next Page arrow in the General Deduction section until deduction to be updated is selected

3. Click the Plus Sign (+) in the Deduction Details section to add a new effective dated row
4. Effective Date defaults to today's date. Select appropriate previous or future Effective Date for the new entry
5. Update any fields that are being changed as of the Effective Date
    a. Add Deduction End Date to end a deduction
    b. Change Flat/Addl Amount to adjust amount being taken per pay period
    c. Add Goal Amount to set a maximum to be deducted. Current Goal Balance automatically updates as deductions are taken



6. Click Save

ADD ADDITIONAL PAY

Additional Pay is used to pay differential earnings tied to work hours for specific classifications. It can also be used to pay miscellaneous earnings codes or as a payment plan to collect back overpaid earnings tied to a specific code.

IMPORTANT: Opt-out stipend is managed through the Simple Benefits page and Benefits Administration. No entries should be made in Create Additional Pay using earnings code OOS.

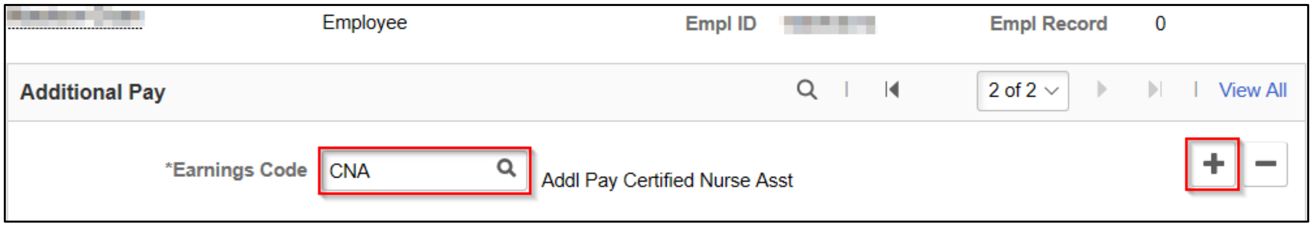
1. Navigate to Create Additional Pay page

   a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Create Additional Pay

   b. Enter at least one search criteria and click Search

2. If rows already exist, click the Plus Sign (+) in the Additional Pay section

3. Enter or select appropriate Earnings Code using the Magnifying Glass



4. Effective Date defaults to today's date. Select appropriate previous (may generate retro-pay) or future Effective Date for the new entry. This should be set to first day of pay period in which earnings are to begin

5. Enter 1 in the Addl Seq Nbr field

6. Enter End Date if applicable. This should be set to the first day of the pay period following final earnings being added or subtracted

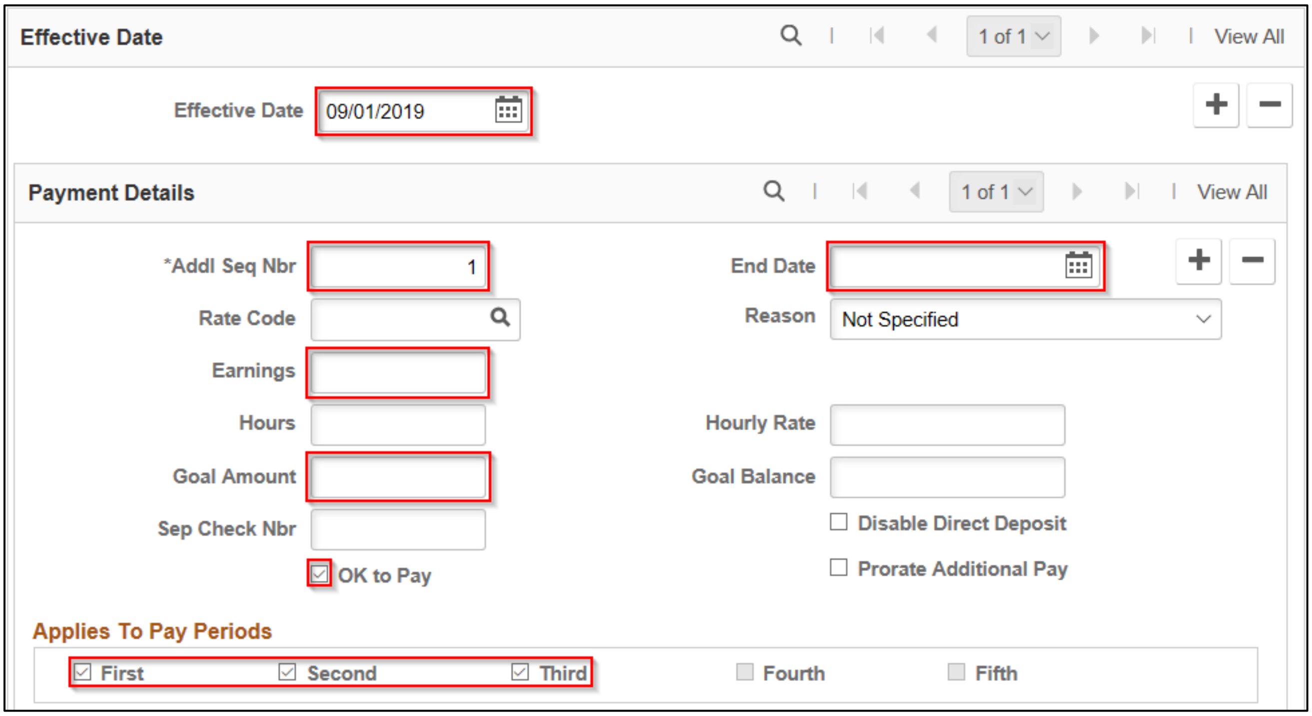
7. Enter amount of earnings per pay period in Earnings field. If earnings are tied to work hours on timesheet, leave this field blank

Hours field should be blank unless Earnings Code is WAA and Hourly Rate field should be blank unless Earnings Code is MDP.

8. Enter Goal Amount if the deduction should stop after a certain dollar amount has been reached. The Current Goal Balance automatically updates as earnings are added or subtracted

9. Check the OK to Pay box

10. Verify First, Second, and Third boxes are selected



11. Do not adjust any fields or selections in Job Information or Tax Information sections

12. Click Save

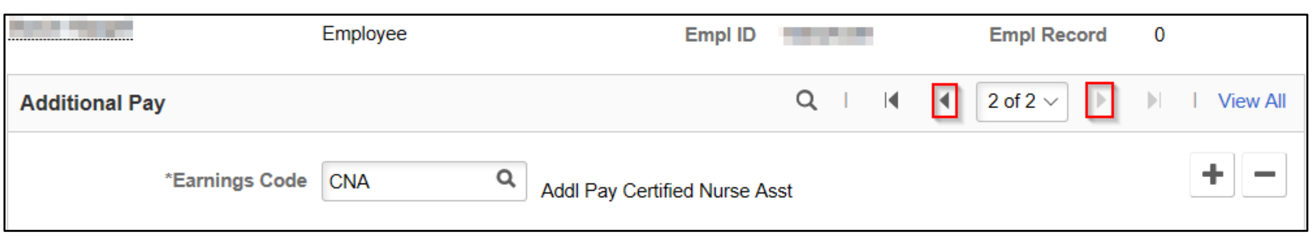
UPDATE ADDITIONAL PAY

1. Navigate to Create Additional Pay page

    a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Create Additional Pay

    b. Enter at least one search criteria and click Search

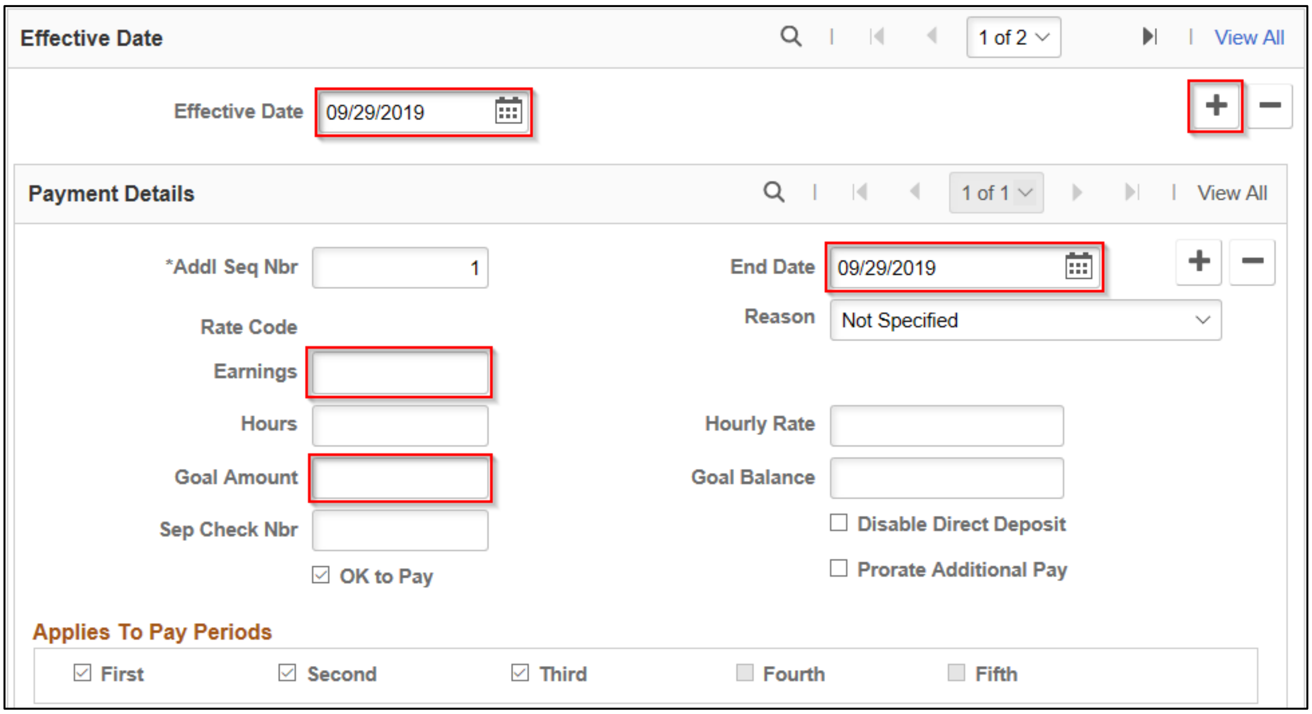
2. Click the Next Page arrow in the Additional Pay section until earnings to be updated is selected



3. Click the Plus Sign (+) in the Effective Date section to add a new effective dated row

4. Effective Date defaults to today's date. Select appropriate previous (may generate retro-pay) or future Effective Date for the new entry

5. Update any fields that are being changed as of the Effective Date
    a. Add End Date to end the earnings
    b. Change Earnings to adjust amount being added or subtracted from earnings each pay period
    c. Add Goal Amount to set a maximum to be earned. Current Goal Balance automatically updates as earnings are added or subtracted



NOTE: Do not uncheck OK to Pay box or Applies to Pay Periods boxes even when ending earnings.

6. Do not adjust any fields or selections in in Job Information or Tax Information sections
7. Click Save

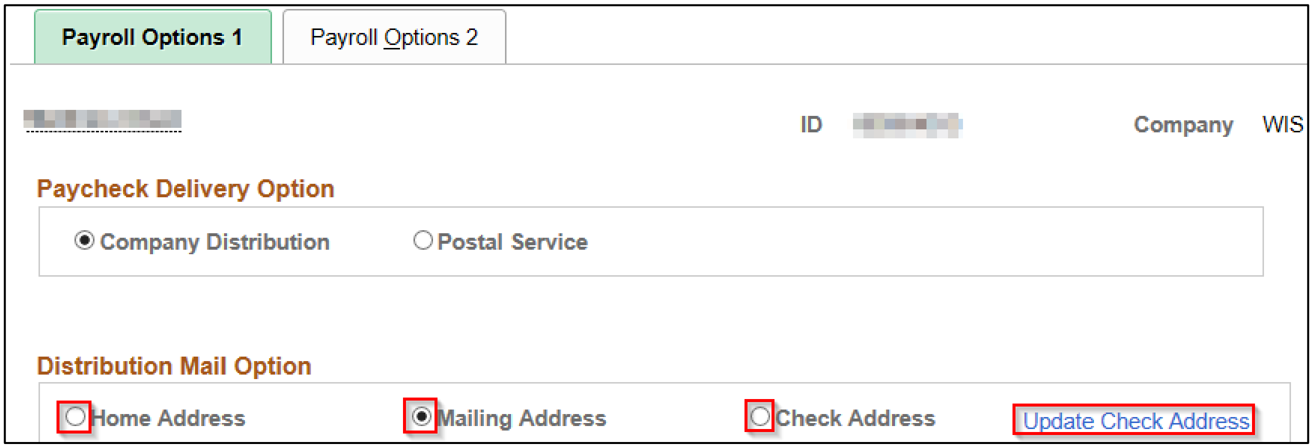
UPDATE PAYROLL OPTIONS

1. Navigate to Update Payroll Options page
    a. **Navigation:** Workforce Administrator Homepage > Payroll Dashboard > Payroll Processing Tile > Pay Data Folder > Update Payroll Options
    b. Enter at least one search criteria and click Search
2. Make any of the following updates:

    Update Distribution Mail Option

    This section determines which address employee's mail will be sent to and should be updated to Mailing Address if multiple addresses are entered in the Modify a Person page.

- Click the radial button next to address to which mail should be sent
- If using Check Address, click on Update Check Address to add the address and effective date

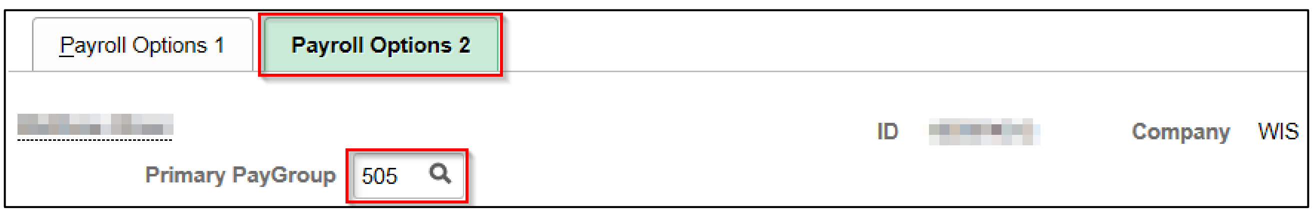


- Click Save

Update Primary PayGroup

This field may need to be updated if there is a mismatch between the Pay Group in Job Data and this Pay Group to ensure deductions are taken correctly.

- Click on Payroll Options 2 tab
- Enter or select appropriate Pay Group using the Magnifying Glass



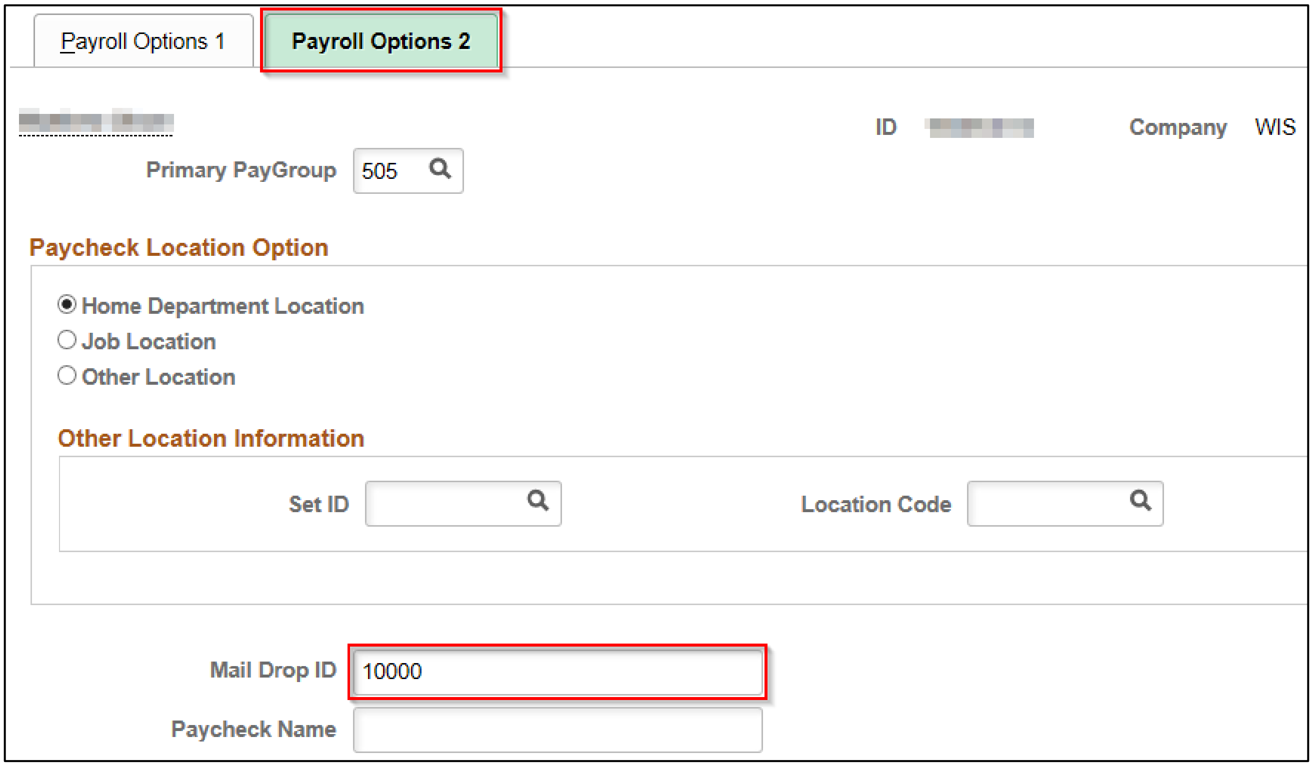
- Click Save

Add Mail Drop ID

This field allows checks to be sorted by the Print Center prior to being distributed to the employee's agency.

- Click on Payroll Options 2 tab

- Enter Mail Drop ID corresponding to employee's location if applicable to your agency/institution



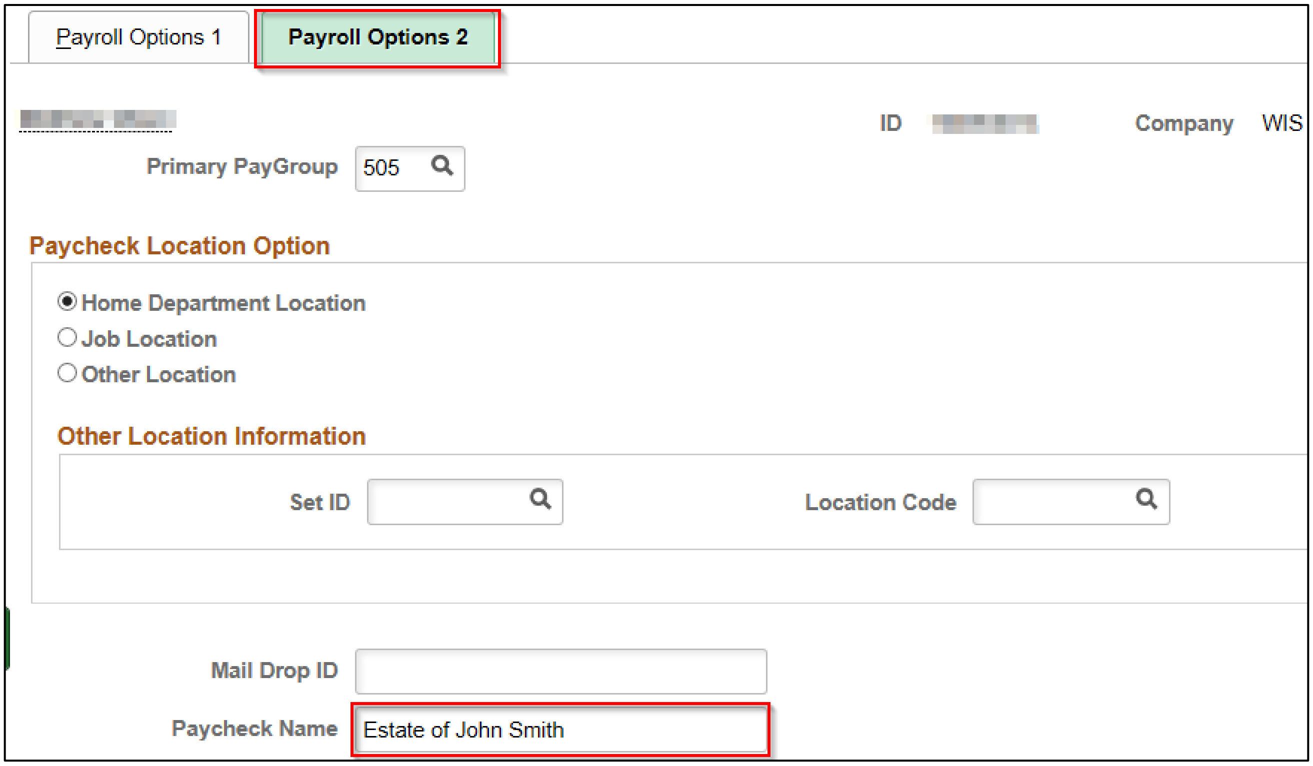
- Click Save

Add Paycheck Name

This field overrides employee's name on paychecks. It should only be updated if employee is deceased and mail must be sent to an estate.

- Click on Payroll Options 2 tab

- Add name for mailing purposes in Paycheck Name field



- Click Save

APPENDIX

EFFECTIVE DATING GUIDE

You should use the first day of a pay period to effective date on these pages for start or change entries. However, if a mid-pay period date is used, the entry will process in that pay period as long as it is the last row effective in that pay period and payroll has not been confirmed.

Page	Start Date	Change Date	End Date
Direct Deposit	First day of current PP	First day of current PP	Current date
Tax Data	Hire Date	First day of current PP	N/A
Tax Distribution	Hire Date	First day of current PP	N/A
General Deductions	First day of current PP	First day of current PP	Last day of current PP*
Additional Pay	First day of effective PP	First day of effective PP	First day of PP following final earnings PP* (if Retro Pay needs to calculate)

*Effective Date and End Date should match.

COMMONLY USED EARNINGS AND DEDUCTION CODES

Below are some of the frequently used codes in the Create Additional Pay and Create General Deductions pages. For more information on earnings and deductions and when to use them, refer to the Compensation Plan and your agency's resources.

Earnings Code	Description
CNA	Addl Pay Certified Nurse Asst
CVA	Critical Vacancy
CVC	Youth Counselor - Retention
MDP	Medical Officer of Day (Pay)
NR1	Nurse Retention $1/hr
NR3	Nurse Retention $3/hr
OOS	Opt Out Stipend
RPY	Retroactive Pay
WAA	WRS Accumulator Adjustment
WAE	WRS Accumulator Earnings Only
YCN	Youth Counselor – DOC

Deduction Code	Description
CHAR**xx**	Charity*
FSAUNS	FSA Unsubstantiated Card Claim
M**xxx**	Maintenance*
PKL**xx**B	Parking*
RENT	DNR Rent
UNION	WI Law Enforcement Assoc
VANA	Van Pool After Tax
VANB	Van Pool Before Tax
VANS	Van Pool State Tax no Fed Tax
WRSADD	Additional WRS Contribution
WRS**xxx**	WRS Contribution*

*Multiple codes exist based on agency/location.

STATE TAX DATA SETUP

Tax Data Field Locations

There are three important fields related to the calculation of state taxes:

1. **Tax Data Resident checkbox** – This field is initially populated by the employee's address when the employee is first set up. Future address changes do not carry over to this checkbox
2. **Tax Data UI (Unemployment Insurance) Jurisdiction checkbox** – This field is initially populated by the Tax Location Code from the Payroll tab of the Job Data screen. Future changes or corrections to Job Data do not carry over to this checkbox
3. **Tax Distribution State field** – This field is initially populated by the Tax Location Code from the Payroll tab of the Job Data screen. Future changes or corrections to Job Data do not carry over to this field

Live and Work in Wisconsin

Employees who live and work in Wisconsin should have Wisconsin listed in all three fields. These employees will have taxable gross wages reported to WI and will have WI withholding tax deducted.

State Tax Fields in HCM	Lives and Works in WI
Tax Data Residence	WI
Tax Data UI Jurisdiction	WI
Tax Distribution State	WI

Live and/or Work in Reciprocal State (IL, IN, KY, MI)

Wisconsin has a reciprocal tax agreement with Illinois, Indiana, Kentucky and Michigan. If residents of these states work in Wisconsin, they must complete Form W-220 declaring their residency.

If they live out of state for part of the year or have taxes withheld before the form W-220 is received, they should file a Nonresident Form 1NPR to request a refund of any overpaid Wisconsin tax.

State Tax Fields in HCM	Lives in Reciprocal State, Works in WI	Lives and Works in Reciprocal State	Lives in WI, Works in Reciprocal State
Tax Data Residence	Reciprocal State	Reciprocal State	WI
Tax Data UI Jurisdiction	WI	Reciprocal State	Reciprocal State
Tax Distribution State	Reciprocal State	Reciprocal State	Reciprocal State

Warning: Although Indiana is a reciprocal state, there is no tax table set up in HCM for Indiana. Treat any employees of Indiana the same as employees working in any other non-reciprocal state without tax tables.

Live and/or Work in Non-Reciprocal State (MN, NJ, PA, WV)

The tax tables have been loaded into HCM for the non-reciprocal tax agreements states of Minnesota, New Jersey, Pennsylvania, and West Virginia. Employees who live in these states can have taxes deducted for their resident state.

If they live and work in one of these states, taxes will only be deducted for that state. If they live in one of these states but work in Wisconsin, our system will deduct taxes for BOTH their resident state and Wisconsin. However, resident state taxes are sometimes reduced by the amount withheld for the work state. They should file a Nonresident Form 1NPR to request a refund of any overpaid Wisconsin tax.

State Tax Fields in HCM	Lives in Non-Reciprocal State, Works in WI	Lives and Works in Non-Reciprocal State	Lives in WI, Works in Non-Reciprocal State
Tax Data Residence	Non-Reciprocal State	Non-Reciprocal State	WI
Tax Data UI Jurisdiction	WI	Non-Reciprocal State	Non-Reciprocal State
Tax Distribution State	WI	Non-Reciprocal State	Non-Reciprocal State

Live and/or Work in Any Other Non-Reciprocal State

HCM cannot deduct taxes for states that do not have a tax table. Entering one of these states as the employee's resident or work state will create an error in payroll processing because the deduction amount cannot be calculated. They should file a Nonresident Form 1NPR to receive a refund of any overpaid Wisconsin tax.

State Tax Fields in HCM	Lives in Non-Reciprocal State, Works in WI	Lives and Works in Non-Reciprocal State	Lives in WI, Works in Non-Reciprocal State
Tax Data Residence	WI	WI	WI
Tax Data UI Jurisdiction	WI	WI	WI
Tax Distribution State	WI	WI	WI